

**BOARD OF SUPERVISORS
BUSINESS MEETING
ACTION ITEM**

SUBJECT: 2024-2027 Board of Supervisors Term Salaries

2011 ELECTION DISTRICT(S): Countywide

2022 ELECTION DISTRICT(S): Countywide

CRITICAL ACTION DATE: June 30, 2023

STAFF CONTACT(S): David Street, County Administration
Tim Hemstreet, County Administrator

PURPOSE: To continue the Board of Supervisors' (Board) consideration of salary for the Chair, Vice Chair, and District Supervisors for the 2024-2027 Board term.

RECOMMENDATION(S): Staff recommends that the Board set salaries for the 2024-2027 term prior to the statutory deadline of June 30, 2023.

UPDATE: The Board considered this item at the December 6, 2022, Business Meeting. The Board's deliberations focused on the size of the County's population, the demands on a Supervisor's time, and the ability of a person to run, be elected, hold office, not have to hold a "day job," and keep up with the cost of living in Loudoun County. The Board agreed to continue the discussion and forwarded (7-1-1: Supervisor Briskman opposed; Supervisor Buffington absent) this item to the January 3, 2023, Board Business Meeting for action. The only changes to the item from the version published for the December 6, 2022, Board Business Meeting is this update section and updated language throughout the item to reflect the change in meeting date.¹

BACKGROUND: [Virginia Code §15.2-1414.2](#) provides that prior to July 1 of the year in which the incoming Board members are elected, the sitting Board may set the maximum annual compensation for the incoming Board, effective January 1 of the following year. Any approved changes to the next Board's compensation must occur prior to July 1, 2023, to take effect at the beginning of the next Boards' term on January 1, 2024. The Board last considered salaries in 2017 when the annual salaries were set for each year of the 2020-2023 term.² The Board's current term and historical compensation are described in Tables 1 and 2, respectively.

¹ December 6, 2022, Board Business Meeting Action Item 4: 2024-2027 Board of Supervisors Term Salaries

² [July 20, 2017 Board Business Meeting Action Item 12a: Annual Compensation for the Board of Supervisors and Planning Commission](#)

Table 1. 2020-2023 Term Compensation by Year

	2020	2021	2022	2023
Chair	\$81,100.00	\$82,722.00	\$84,376.44	\$86,063.97
Vice Chair	\$73,363.00	\$74,830.26	\$76,326.87	\$77,853.40
Supervisor	\$66,826.00	\$68,162.52	\$69,525.77	\$70,916.29

Table 2. Historical Compensation

Years	Chair	Vice Chair	District Supervisor
1996-1999	\$40,000	\$20,600/\$21,200/ \$21,800/\$22,400	\$20,600/\$21,200/ \$21,800/\$22,400
2000-2007	\$40,000	\$22,400	\$22,400
2008-2019	\$50,000	\$45,320	\$41,200

Table 3 provides information about the current compensation for Arlington, Fairfax, and Prince William Counties and includes 2020 census population figures and the composition of the Board for a common frame of reference. Loudoun’s 2020 census population was 420,959, however, staff notes that the calendar year 2023 population estimate for the County is 434,326 representing a 3.17 percent increase over the figure provided for in the 2020 decennial census.

Table 3. Current Northern Virginia Jurisdiction Board Salaries

Arlington County³				
Chair	Vice Chair	Supervisor	Population (2020)	Composition
\$83,413.16	\$77,648.24	\$77,648.24	238,643	5; All Members At Large
Fairfax County⁴				
Chair	Vice Chair	Supervisor	Population (2020)	Composition
\$100,000	\$95,000	\$95,000	1,150,309	10; 9 District Supervisors and 1 Chair At Large
Prince William County⁵				
Chair	Vice Chair	Supervisor	Population (2020)	Composition
\$49,452	\$43,422	\$43,422	482,204	8; 7 District Supervisors and 1 Chair At Large

Relevant data is available to inform the Board’s consideration of salaries for the 2024-2027 term. The following sections offer informational comparisons between now and when the Board last

³ [Arlington County FY 2023 Pay Plan](#) (page 33 in PDF, page 589 in page notation)

⁴ Fairfax County Board Salaries are available [online](#).

⁵ Confirmed with Prince William County staff.

considered compensation and provides relevant projections for the same data for when the next Board will take office.

Population Growth: Table 4 provides information about the County’s population growth. Between FY 2018 and FY 2023, the County’s population increased by 31,751 people, representing a 7.9 percent increase over the FY 2018 population. The County’s forecasted population for the beginning of the next Board’s term is 456,284. This represents a 5.1 percent increase over today’s population figures and an 8.4 percent increase from when the current Board took office in January 2020.

Table 4. County Population⁶

	FY 2018	Current	Change	Percent Change
County Population	402,575	434,326	31,751	7.9%

Operating Budget Growth: Table 5 contains information about the County’s operating budget. Between FY 2018 and FY 2023, the General Fund budget increased by \$756 million, which represents a 50 percent increase over the FY 2018 General Fund budget. The average annual growth rate over this period was 8.4 percent.

Table 5. General Fund Budget

	FY 2018	Current	Change	Percent Change
General Fund Budget	\$1,519,347,083	\$2,275,937,362	\$756,590,279	50%

General Workforce Metrics: Table 6 shows the merit increases approved for the general workforce for fiscal years since the Board last considered Board salaries. Staff notes that this table is limited to annual merit increases approved as a part of the annual budget process and does not include adjustments made for the classification and compensation initiative. The average year over year increase over fiscal years since FY 2018 is 3.5 percent.

Table 6. General Workforce Salary Growth by Fiscal Year

Fiscal Year	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Merit Increase	3%	3.5%	3%	3.5%	3%	5%

Economic Metrics: Table 7 shows the change in the Consumer Price Index – Urban Consumers (CPI-U) for the Washington, D.C. Metropolitan Statistical area. The CPI and year-over-year (YOY) change can be used as an indicator for cost of living within a specific area because the metric is tied to the average change in time of price of commonly used consumer goods.

⁶ COG Round 10.0 Forecasts (October 2022)

Table 7. Year-Over-Year Change in Consumer Price Index (Inflation)⁷

	January 2018	January 2019	January 2020	January 2021	January 2022	January 2023 Forecast
CPI-U	256.16	261.13	264.79	266.76	277.76	299.19
YOY Change	1.2%	1.9%	1.4%	0.7%	4.1%	7.7%

ISSUES: Virginia Code constrains how the Board may set salaries. For example, Virginia Code requires that all members of the Board have the same maximum fixed annual compensation, with the exception of the Chair and Vice Chair, who may have a different rate set. The Board does not have the authority to tie salary increases to a fluctuating index nor may the Board adjust salaries within the current term. Table 8 shows the proposed annual salary for the Chair, Vice Chair, and District Supervisors by calendar year for the upcoming term. The pay rates for the final year (2023) of the current Board term are included as a reference point.

Table 8. Proposed Compensation by Calendar Year, 2024-2027

	2023	2024	2025	2026	2027
Chair	\$86,063.97	\$91,063.97	\$93,795.89	\$96,609.77	\$99,508.06
Vice Chair	\$77,853.40	\$82,853.40	\$85,339.00	\$87,899.17	\$90,536.15
District Supervisors	\$70,916.29	\$75,916.29	\$78,193.78	\$80,539.59	\$82,955.78

Table 9 shows the fixed dollar amount of the annual salary increase by year.

Table 9. Proposed Increase by Calendar Year, 2024-2027

	2024	2025	2026	2027
Chair	\$5,000.00	\$2,731.92	\$2,813.88	\$2,898.29
Vice Chair	\$5,000.00	\$2,485.60	\$2,560.17	\$2,636.98
District Supervisors	\$5,000.00	\$2,277.49	\$2,345.81	\$2,416.19

FISCAL IMPACT: Compensation changes described in this item would go into effect January 1, 2024. As such, a half-year fiscal impact would be realized for salary increases during FY 2024 and the full, annual fiscal impact would be realized in FY 2025.

ALTERNATIVES:

1. The Board could adopt salary rates for the 2024-2027 Board as described in this item.
2. The Board could adopt different salary rates for the 2024-2027 Board.
3. The Board could make no changes to salaries at this time.

⁷ Consumer Price Index; Total – All Urban Consumers (Washington D.C. Metropolitan Statistical Area). Source: Moody's Analytics

DRAFT MOTIONS:

1. I move that the Board of Supervisors approve the Board of Supervisors 2024-2027 term annual salaries as provided in Table 8 of the January 3, 2023, Board of Supervisors Business Meeting Action Item.

OR

2. I move an alternate motion.